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FIGHTING TIMES

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LOCAL 72 STOPS JOBS MOVE TO CANADA...FOR NOW

Local 72 may have won round one of the fight to save jobs in Kenosha but round two is already underway and the outcome is undecided. As the Kenosha News on 5/12/81 reported, "more production of Concords and full size Eagles will be switched from Kenosha to the AMC plant..." in Canada next year. That article went on to say that Brampton has already increased production by 10%, as has the plant here in Kenosha. The 10% increase in Canada didn't result in layoffs here, but it did limit the number of people recalled.

The 250 people who did come back to work on May 4 are back in the shop because Local 72 members were willing to fight to oppose 480 jobs moving out of town to Canada. In early March when word started floating around the plant that the company was going to move jobs to Canada and put on a 2nd shift of new hires, people were outraged but many were not sure that anything could be done. But, the majority in the shop felt that something had to be done. CONT.PAGE 2

JOBS FIGHT STEP BY STEP

*Early March-Word of AMC's plans to move jobs leaks out.
*3-11-81-United Workers Caucus leaflet brings out facts and calls for opposition.
*3-18-81-6000 Local 72 members sign petition to Save Jobs.
*3-26-81-Thousands demonstrate against job loss.
*3-30-81-Local 72 handbill calls for work stoppage.
*4-2-81-Board meets with company-some progress made-work stoppage called off.
*4-11-81-Strike Vote authorized at membership meeting.
*Mid-April-Local retains Washington D.C. lawyer.
*4-28-81-Company says no jobs will move to Canada for now.

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CON'T FROM PAGE 1

JOBS FIGHT NOT OVER

It should be clear that from the beginning this was not a question of Canadian workers trying to steal our jobs. The whole mess started when AMC Renault went to the Canadian government and asked that 6,900 Renault's made in France and sold in Canada be included in AMC's Canadian sales figures and therefore be exempt from import duties. The Canadian Government told the company that the French made cars could be included tax free, but they would have to increase production in Canada.

The company even went so far as to give pre-employment physicals to 1000 people and set a 2nd shift start up date of May 18 for the Brampton plant. But, most of the leadership and rank and file of Local 72 never gave up on the struggle. The unity of the membership and wide press coverage helped to put AMC on the spot and bring in some politicians and government officials. The absolute injustice of AMC hiring new workers in Canada with 2,700 laid off here came to be known by many thousands of people all over the country. Local 72 proved in this struggle that people power can be a mighty weapon.

The hiring of an expert trade lawyer coupled with the scheduling of a strike vote appeared to be the final blows that forced

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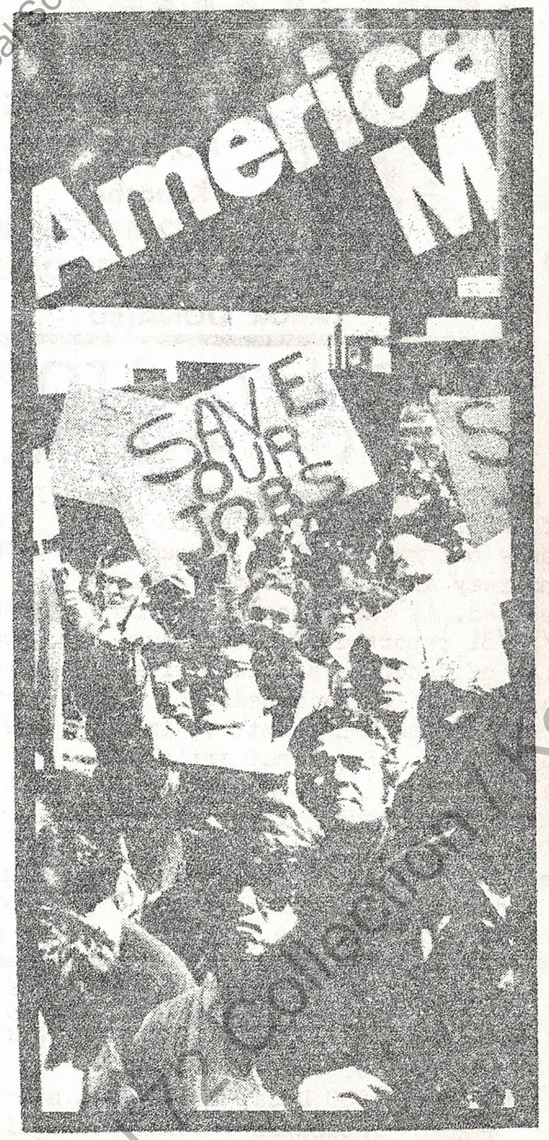

THOUSANDS OF LOCAL 72 MEMBERS DEMONSTRATED TO SAVE OUR JOBS. SHOWN ABOVE IS THE RALLY AT GATE 15. HUNDREDS OF LAID OFF MEMBERS TURNED OUT TO JOIN THE RALLY.

JOBS FIGHT CON'T FROM PAGE 2

AMC to back off somewhat for now and not hire a new 2nd shift in Canada. Getting 250 recalled in Kenosha was a big advance for Local 72 when you consider that AMC's original plan was to put on a full 2nd shift in Canada and lay off hundreds more here.

The next date we must watch is August 17 after the scheduled 2 week shutdown. If the Lakefront is shut for retooling at that time, we must make sure that the company does not use the excuse of too little space in Building 40 to ship jobs to Canada and not start up '82 full size Eagle production in Kenosha.

The union must stand by the principle that all laid off Local 72 members should be recalled before there are any further increases in Canada.

DEAR UNITED WORKERS CAUCUS

We have received a few copies of Fighting Times from one of your members...We hope you enjoyed receiving a complimentary copy of our newsletter, especially the story describing the lawsuit by AMC foremen against your newsletter and editorial staff....

The center does provide legal assistance to unions and rank and file organizations on a variety of issues. They would certainly give you some feedback on your case if you would forward the legal papers to them....

Fraternally,
Robin Potter
National Lawyers Guild
Chicago Labor Project

FIGHTING TIMES COURT DATE APRIL 1982

G&H SOLIDARITY RALLY
11A.M. MAY 23

KENOSHA MUNINCIPAL BUILDING

8TH AVE & 52ND STREET

THE G&H SOLIDARITY MARCH IS COMING AT A CRITICAL TIME AS THE STRIKE IS NEARING ONE YEAR WHEN THE SCABS WILL BE ABLE TO VOTE THE UNION OUT. ALSO SWEDISH UNION LEADERS WILL HAVE A CLOSE EYE ON THE MARCH IN ORDER TO DETERMINE THE SUPPORT THAT G&H HAS IN THE COMMUNITY, WHICH COULD POSSIBLY DETERMINE IF THEY ARE TO GO OUT ON A SYMPATHY STRIKE AT THE PARENT COMPANY IN SWEDEN. KEEP KENOSHA A UNION TOWN. BE THERE.

RAIN OR SHINE

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COMPANY'S NEW ABSENTEE POLICY

RIGHT TO BE SICK OVER-RULED

AMC management and Labor Relations are currently beginning to implement a new absentee policy that may have disasterous effects on your health and well being. According to Inter-Company briefings with Superintendants throughout the plant hourly employees are now subject to discipline for the first day missed without permission following 12 days absent in a 12 month period. In other words, even though the first 12 days missed may have all been with permission---if the 13th day is without permission you are automatically up for a verbal, written or time off.

Already the consequences of this new policy can be seen. In 838 a brother had 8 legitimate doctor's excuses and 3 casual days in a 12 month period. The 13th day he missed happened to be without permission. The company's answer ---an automatic 5 pager for absenteeism. Whatever happened to casual days with permission or illness verified by an M.D? According to the company these excuse are no longer valid. The way things are going, a death certificate might not even be valid.

With the strike vote adding bargaining strength to the unions position, now is the time to institute a humane policy that doesn't treat us like we owe our lives and souls to the company.

SCAB OF THE MONTH

KING CRAB GOES TO LAKEFRONT

Despite competition to this months award, John King, presently an I.E. man from 2838, has won the title of SCAB of the Month. It seems as if King's favorite pastime has been violating the contract in regards to observing production workers without a 24 hour notice. Even after a greivance settlement which said that the company would agree to the contract, King told one 2838 steward, when he was asked what he was doing in an area, that if the steward didn't like it that he was going to go get his stop watch and start eliminating jobs. He stated he could go anywhere he wanted without a 24 hour notice.

Only after the union notified people to let their operations go if John King's unannounced presence made them nervous or caused a safety hazard did King back off from his unwelcome visits.

King is also part of the IE team that came up with the brilliant idea of not adding any manpower and trying to not even change a single man assignment during the recent production increase in 2838.

Of course, this didn't turn out exactly as they had planned with people unwilling and unable to run all day on some of the already over loaded jobs.

When John King was in 838 earlier this year, he gained the same reputation. Many local 72 members from Milwaukee also remember John King from his time there.

We wish that John King would get rid of his personal vendetta against the union that he got in Milwaukee when he was a rookie IE man. In one of his first joint time studies with union time study, King mistakenly established the time leaving the man enough time to read a newspaper. Since than time King seems to look at every union member as his personal enemy.

* *

DON'T WORRY AMERICANS - DATSUN IS HIRING OUR I.E.'S

Americans no longer have to worry about unfair claims of better quality cars being built by Datsun. The new Datsun truck plant being set up for production in Tennessee will be staffed by some of the same dummy IE's that have man-assigned Hornets and Gremlins right here in Kenosha, Wisconsin.

On Monday, May 11 Bruce Anderson, IE for inspection, left for a new big buck job at Datsun. Let it be remembered that Bruce fully shares the responsibility and credit for eliminating Inspection Station #1 in 838 pre-trim.

Through his efforts many of the repair items coming out of Station #1 are no longer on the cards and are left to the buyer to fix himself once he gets the car home. Good luck at Datsun Bruce.

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"ATLANTA WE CARE"

500 MARCH IN KING MEMORIAL

Local 72 members were asked to join the march on April 4 to demand a national holiday for Dr. King and show solidarity with the Black people of Atlanta, and so you did.

UAW Region 10 and the Local 72 FEPC provided a free bus to and from the march in Milwaukee. People from Kenosha and Racine came by bus while Local 72 members from Milwaukee and Illinois came by car. About 500 people marched to a rally in downtown Milwaukee.

The march and rally were sponsored by the Martin Luther King Coalition of Labor and Community Organizations. Besides calling for a National Holiday the rally also focused attention on the slaying of Black children in Atlanta.

The march was completely peaceful and orderly as people commemorated the 13th anniversary of Dr. King's assasination. Paul Blackman the chairman of the Coalition said at the rally that a day set aside to honor Dr. King was needed for our nation to rededicate itself to the principles of peace and justice.

Howard Fuller, a Milwaukee civil rights activist, spoke of the rise of the KKK and other "vultures." He said that the proposed elimination of various programs by the Reagan administration means more suffering for the people. Others who gave brief talks included union officials and a speaker against U.S. intervention in El Salvador.

All in all the march and rally was very successful. Thanks to everyone involved, including our own Local 72 members.

DEAR FIGHTING TIMES, "O.T. KEEPS US ON THE STREETS"

I was really dismayed at the list read at the Union meeting last Saturday of the stewards working instead of attending the meeting. No one in the plant should be working production overtime while union brothers and sisters are laid-off.

If the company needs more production they can increase the line speed, even one or two cars. For awhile overtime was held off pretty good. Just because 200 workers are called back people shouldn't forget those of us still on the street.

With Ronald Reagan's proposed budget cuts almost sure to pass Congress cutting TRA and extended UC benefits, we laid-off people will have no income at all. Refusal to work overtime will get some of us called back to work. Is the extra money you make working O.T. worth knowing that you have taken the jobs that could be filled by some of us presently laid-off?

A LAID-OFF LOCAL 72 MEMBER

COMPANY TO BREAK RENAULT AGREEMENT?

ANSWER TO MEYERS WAGE CUT PROPOSAL

On February 5, Local 72 members ratified an agreement with AMC that exchanged certain concessions in the working agreement in exchange for the promise of 2000 Renault jobs. Many of us did not like opening the door to concessions, but it seemed like what we had to do at the time.

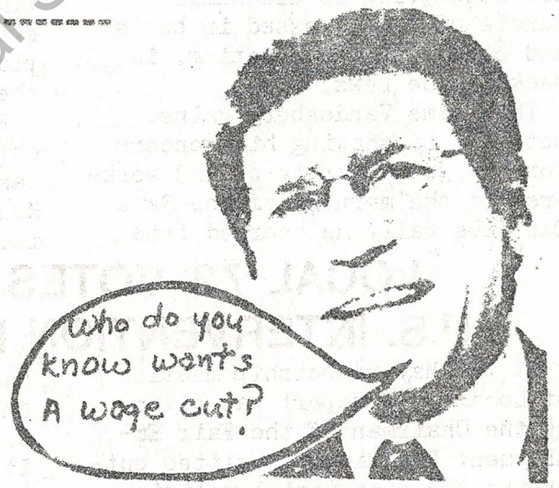
Now, a few short months later, AMC is coming back for more--an outright violation of the Agreement they signed in February. That agreement read:

"THE COMPANY WILL NOT SEEK ANY FURTHER REOPENING OF THE CURRENT LOCAL WORKING AGREEMENT OR THE ECONOMIC AGREEMENT FOR CHANGES TO ACCOMADATE ADDED WORK NOT INVOLVING A VERY SUBSTANTIAL INVESTMENT."

But now, at a news conference following the AMC stockholders meeting on April 29, AMC Chairman Gerald Meyers pooposed that our current contract be reopened and that Local 72 grant wage concessions. In particular, Meyers proposed cutting the number of paid days off and putting a cap on our COLA raises.

In his plea of corporate poverty, Meyers fails to mention 3 minor points that make any consideration of further contract concessions out of the question.

First, AMC has offered no substantial investment in the Kenosha plant that would let them back out of the Renault Agreement.



AMC CHAIRMAN MEYERS

$385,000 YEARLY SALARY

In fact, we haven't yet seen the return on the promise of Renault production jobs.

Second, in early April AMC announced corporate salaries for the top 32 officers in 1980 totalling $3,174,800. Meyers alone hauled in $385,000 in cash. In addition these officers were offered preferred stock options on 248,000 shares of AMC stock.

Third, AMC is now part of the multi-national empire of Renault that is worth $20 billion. Renault's holdings are bigger than the treasuries of some medium sized countries. Of course, why shouldn't they be, Renault is owned by the French government.

Taking all of this into consideration our answer to Gerald Meyers should be an ABSOLUTE NO WAY!

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NEIL VANDENBERG -- DUMMY OF THE MONTH

Neil Vandenberg, the 862 boss who became famous last year for for attempting to discharge a bundle of rags dressed in boots and coveralls for sleeping, is back in the news.

This time Vandenberg gained noterity by showing his concern for the job security of AMC workers. On the morning of the Save Our Jobs rally he charged into the 836 canteen and ripped down several posters that the Chief Steward had put up for the noontime demonstration. He did this even though the posters had been placed on vending machines with the ARA man's permission.

For this latest outburst of childlike behavior, Vandenberg was nominated for Scab of the Month, but he didn't quite make it. How about Dummy of the Month?

LOCAL 72 VOTES TO OPPOSE U.S. INTERVENTION IN EL SALVADOR

At the May membership meeting of Local 72 a report was given by the Chairman of the Fair Employment Practices Committee outlining the dictatorial policies of the current government in El Salvador. He outlined that corrupt governments' policies of murder of democratic opposition forces and suppression of legitimate trade unions. Over 100 leaders of trade unions have been arrested or assasinated in the past year.

Original reports of $25 million in so-called "economic support" by the U.S. government have grown to at least $100 million including military advisors.

After the report at the May membership meeting a motion was unanamously passed that called for support of the Senate Bill to cut off aid to the El Salvadoran Government. Copies of the Local 72 resolution against intervention will be sent to our locally elected Senators and Congressmen.

Racine. Wi.- 225 people marched on May 3 in Racine to protest U.S..involvement in El Salvador. It was the largest demonstration in the Racine/Kenosha area since the Viet Nam war. The march included students from Parkside, many church people, and labor representatives. The march in Racine was held in conjunction with a national demonstration of 100,000 people in Washington, D.C.

UAW INT'L PRESIDENT DOUG FRASER

"MORE PRODUCTIVITY & LESS ABSENTEEISM"

Since when do union leaders call for "increased productivity and less absenteeism." This is just the program advocated by UAW Internation President Doug Fraser in the April 23 issue of the Wall Street Journal. They went on to quote, "the UAW's Mr. Fraser restated the unions longstanding commitment to helping boost productivity, described current efforts to reduce absenteeism and improve US car quality and reiterated the unions willingness to consider ways to reduce the US industry's labor costs in the 1982 contract talks."

Easy for Brother Fraser to say, he doesn't have to bust his tail on the assembly line for 40 hours a week or balance the family budget on an autoworkers pay.

Fraser's statements came in response to a challenge by the Japanese auto industry to show what the US industry and the UAW were willing to do in exchange for Japanese restraints on imports. While it is certainly true now more than ever that we need job security protection, the answer won't come from Doug Fraser outdoing the corporations in calling on UAW members to pay the price with further sacrifices.

DUTCH WORKERS OCCUPY PLANT TO PROTEST CLOSING

Workers occupied Ford Motor Company's plant in Amsterdam on April 28, to protest the company's decision to close the Factory on Sept. 30.

A union spokesman said the protest had the support of the plant's 1700 employees. The workers continued production as usual although new cars were not allowed out of the plant. Ford management were barred from entering the plant.

The plant has been losing money for several years, including $27.4 million last year.

Workers came out of the plant a few days later when Ford agreed to reopen talks on continuing production at the plant.

BRAZIL, SOUTH AMERICA

VW WORKERS REJECT PAY-CUT

Union workers turned down a proposal to take pay cuts at the Brazilian subsidiary of Volkswagen. The VW workers voted NO on April 17 to the pay cut proposal, even though a YES vote might have saved their jobs in the face of massive layoffs.

The company proposal called for a 5 day a month reduction in working time, with resulting pay cuts of 17-23%. VW of Brazil has laid off some 8000 workers this year due to a major drop in sales.

With auto workers all over the world facing the same economic attacks by multi-national corporations, it is long overdue for our so-called International union to become truly world wide in outlook.

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"FRIENDS OF LABOR" DEMOCRATS JOIN IN BUDGET-CUT BANDWAGON

Democrats have long been considered by many as friends of labor. Obviously, with the current budget cuts and attacks on labor legislation, the Republicans aren't frinds of anyone other than big business and the military. One has to wonder with the way the Democrats are handling the cutbacks, if they are much of a friend either. Most Democrats either seem to be either joining the Reagan bandwagon or at best voicing despair that there's nothing that they can do. Recently, the Democratic controlled House overwhelmingly passed Reagan's economic plan that will cut everything from food stamps to the poor to TRA that will affect hundreds of thousands of workers not only in the auto industry but also in steel, garment and electronic industries. Over 60 Democrats in the House joined hands with Republicans to pass this attack on the living standards of the American people.

The May 2nd issue of the Milw. Sentinel stated that the Wisconsin Democratic Party is $170,000 in debt. Their membership is at only 8,000 members, down from 12,000 last year. The same article quoted the Chairman of the Wisconsin Democratic Party as saying that bankruptcy may come soon for the Party. The Party being on the verge of financial bankruptcy is a direct result of the bankrupt solutions to our country's problems that they have proposed.

Perhaps it is time to begin thinking of a labor party, rather than a party that is supposed to be a friend of labors.

838 STANDING ROOM ONLY

The growing influence of Renault is appearing everywhere. Apparently French foremen must not be allowed to sit down during their breaks. At least that is what one would assume after a foreman in 838 recently received a "direct order" by higher management to give up his desk chair. Workers on the line have been known to disregard direct orders, but Supervisors can rest assured that they can still issue them to each other with a guaranteed measure of success.

DEAR FIGHTING TIMES
827------ "AM I REPAIR OR IN INSPECTION"

I am a repairman in Dept. 827. Recently I became aware that some of the work I was doing on my job may have been against part of the contract. I felt that not only was I repairing, but was also doing my own inspecting.

I got ahold of my union representative to see what could be done about this. Unfortunately, he didn't give me any indication that anything could be done about it.

When my Board Member came in, he gave me the answer that he "recognized the problem of repairing and inspecting being done by the same person and that the Board would file a major grievance on the problem."

Unfortunately the first union representative I went to didn't look for the correct answer to the problem. Rather than arguing with each other, all our elected representatives should be arguing with the company.

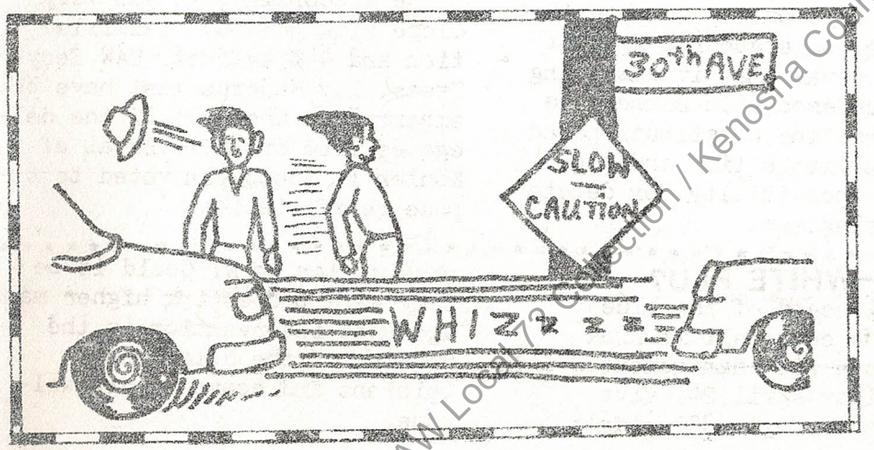
Some of us repairmen have stopped performing repairs unless they are tagged. But I still have a big question--is it the job of an assembly line worker to tag his own repairs or is it the job of inspection??

* *

MOTOR DIV. PETITIONS FOR STOP LIGHT

Over 1000 people in Motor Division recently signed a petition requesting a stop light on 30th Avenue near Gate 24. A few months ago one Local 72 member was killed and another seriously injured in seperate incidents on the same morning while crossing the street to come to work.

The petition was brought to the attention of the company, the Executive Board, the Mayor, and the alderman. Several meetings have been held but so far there is no stop light. It should not have to take another death or injury to get some action on this problem.



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OPPOSITION WIDESPREAD AGAINST UNDEMOCATIC REAFFILIATION

UAW TO REAFFILIATE WITH AFL-CIO

The UAW Int'l Executive Board recently announced plans to reaffiliate with the AFL-CIO, after holding regional elections which were thought to be unconstitutional by many delegates. A formal appeal had been submitted by Local 148 in California, which was signed by 16 chief stewards 22 stewards and 4 alternate delegates from Local 72. The appeal questioned the reaffiliation process on several grounds including opposition to Regional meetings rather than a special convention, as the UAW constitution calls for. Opposition was broad, with representatives of over 100 UAW Locals passing a resolution at a GM subcommittee meeting in Dallas. In Flint, Michigan 10 Local presidents announced their opposition to the way the reaffiliation was being handled.

The UAW left the AFL-CIO in 1968 for several reasons. Disagreements between Walter Reuther and George Meany was one as was a difference in opinion in foreign policy, including Viet Nam. Another key reason was the UAW's tradition of democracy in the union. It's interesting to note that one of the major arguments against reaffiliation was that it was being done in an undemocratic manner, as it was against the constitution and that it left little time and provided little possibility for debate among all delegates.

In a secret memo from the UAW President's office, UAW staff, Department Heads and Regional Directors were told how to "deal with" the movement against reaffiliation. The following are direct quotes from part of that letter dated April 14, 1981...

SECRET INT'L MEMO

"In your contacts with Regional Offices and Local Unions, you should do everything possible to insure that Local Unions do not get committed to this course of action. It is much easier to turn it off in the first instance than to get locals to turn around after thay have been committed.

Please alert your staffs to this move and they should clearly understand the role they are expected to and must play."

The Wisconsin vote was very close with 56% for reaffiliation and 44% against. UAW Secy-Treas. Ray Majerus must have been embarrassed when all of the delegates from his home Local of Kohler in Sheboygan voted to oppose reaffiliation.

* *

837--WHITE FLU?

You've all heard of the blue flu--when the cops call in sick over a dispute with management. Well, on Friday April 24, five white shirts in Dept. 837 didn't show up for work. Could it be they were protesting higher managements intervention in the running of the department? Opinions and comments are welcome.

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